

1. RVAA October Meeting Report

a. USAV Staff Reports Questions

- i. Officials – Matt Podschweitt is our new Instructional Systems Designer – he will monitor daily throughout the holiday season for issues – new materials for officiating will have some additional interaction with quizzes having the additional requirement of looking something up in the rulebook.
 - ii. SafeSport – metrics for averages – 72 cases for 17-18 season with 11 still open, 111 cases for 18-19 season with 30 still open, for this season (19-20) there have been 6 cases with 2 still open: average length of cases closed 6 months.
 - iii. HP – Written mission of the HP Championships was requested (with new changes to the department – Peter Vint is now the lead) – HP programming was difficult this year and ended up not matching the overall mission of the organization.
 - iv. Beach Events – dates/location of the Beach Championships are desired by the RVAA to be released earlier – understand but securing locations in Calif is challenging but with the growth of the event (they feel because of the West Coast location) they are committed to hosting in Calif again.
 - v. Adult Opens – increasing courts so that more teams can play on the holiday weekend in May vs the later ½ - they would need 65-70 courts (like GJNC) and so this would limit the cities/locations – many athletes play multiple divisions – Will try to do a better job of alternating the sessions and still find additional things to make AOs compelling. They definitely WANT suggestions.
 - vi. More proofing to the events emails – multiple corrections have happened this year and it makes it difficult to give to the membership multiple emails that show different times/changing content for the same event.
- b. Reminder of MAAPP (Minor Athlete Abuse Prevention Program) adopted by USAV in June 2019 as a part of our USOC/NGB SafeSport Commitment: Education and Training – Core Training must be taken – 30min refresher required ANNUALLY starting in the 19-20 season – there must be Parental consent for a minor to take the Core SS training (still no great understanding of how we are “supposed” to track the U18 athlete - under age 18 is not required but can with parental consent for the 19/20 season).
- c. Background Screening: Policies will be enhanced – federal search component (we have a national search) AND supplemental off-season screen (USA Swimming is rescreening every month) may be considered in the near future as other NGBs are starting to move that direction. The Center would like us remove “automatic disqualifiers” and move to red light/green light warnings or a Safety Plan that allows for participation with supervision.
- d. CEO Jamie Davis Report**
- i. Reynaud@fsu.edu – Cecille Reynaud is our new Board Chair

- ii. USOPC – name change Olympic and Paralympic movement – Ropes & Gray Report and Borders Commissioner Report all in response to Nassar – how did this happen what went wrong – R&G was the congressional investigation/report – response from both was to increase oversight by USOPC over the NGBs including annual compliance audits – will become more stringent with Section 8 (disbandment of the NGB) – USAV has a collaborative effort with the NGBC to be able to lobby Congress
- iii. Competitive Excellence – BOTH indoor & women’s sitting qualified for Tokyo, Men’s sitting needs to qualify and we are hosting the last chance in Edmonds, OK March 16.
- iv. New MMS – postponement because of the functionality (and privacy policy concerns which USAV has hired outside council to make sure that will be corrected).
- v. NBC has been showing some 30sec promotional clips about USAV for free (because of the SE tie-in). SE platform for the Olympics is shooting our USAV clubs to the top of the list of “volleyball in your area”.
- vi. Increased RVA Support from USAV
 - IMPACT provided for free (removes \$360k from USAV)
 - Credit Card processing fees (removes \$172k the USAV portion of the cc fees)
 - Spike in Regional D&O premiums (not sure of \$\$\$ yet)
 - Safesport Education (USAV paid in 2018 \$47k, 2019 \$100k, and in 2020 expecting \$140k) – not a member of USAV and you want to do SS then it costs them \$20/member to do.
 - Regional Grant Program (regional athlete appearance program) – suspending the program because of the schedules of the national team athletes for the national team and their Europe commitments – will work with the RVAA reps on the RGP to find another way to provide USAV assistance to grow-the-game.
 - USAV SafeSport training at the RVAA meetings (costs about \$10-15k)
 - Regional COOP Marketing – marketing USAV and the Regions within the collegiate networks (did a trial with the BIG 10 Network) – BIG GOAL is to roll it out – It was \$825 for the North Country to participate but there were be 33 airings on network broadcasts.
 - SIAC/HBCU - \$1million grant given (\$400k from USAV) to the African American Conference – by Spring 2020 must have their athlete commits – 6 colleges - must be ready to play by 2020/21
 - Starlings (Lucy Jones aka Marylou Jones from MVA) – new Executive Director – [she did tell me there are some new grants and has interest in ERVA adding a Starlings program/support.](#)
 - USA Deaf Volleyball – supporting them with \$10k in apparel etc. which they did not have in their budget
 - USA Volleyball Shared Core Values – every volleyball participant has a path to the podium...
 - a. WE are one TEAM
 - b. Home court advantage – respectful environment
 - c. We collaborate
 - d. Gold Standard – accountable to ourselves, each other and the organization

Have included these shared core values in the USAV Staff performance evaluations. Jamie wants us to know that if we experience something that goes against their Shared Core Values in an experience with a staff member they want to know it.

*USAV will share the “Shared Core Values” with the Regions so that we can use it with our members – they will do print/digital media and have a target timeline of Thanksgiving to get that out to us

e. Committee Report Highlights

- i. **Insurance Committee** – EPIC (formerly known as Integro) originally forecasted an increase in premiums to approx. \$4.92 per member (which the region is only assessed \$4). The RVA Insurance Retention Fund (if needed) covers the difference until it can't anymore and then we would need to change the assessed amount the Region's pay. The actual PA & GL premium came in at \$4.79/member which was a favorable negotiation.
 - a. **Cyber Insurance coverage for regions (see ppt presentation)** – Cyber Liability Insurance – rates back are based on revenue – it is varying between \$1500-\$3000 – Steve Kenyon (Southern Region) compared the limits to his current policy and the limits of the proposed policy are 2x what he currently has for about the same price. So a good policy. Final push for applications by Oct 21. We WILL have to do some sort of electronic signature for the application and the policy will be effective November 1.
 - b. **Background Screening Update** – Background screening fee increases to \$30 on Jan 1, 2020. Anyone screening prior will have \$20 fee. Anyone screened in 2019 season will still be good until 2021 and then their screen cost will also increase. Reason for increase is because of the supplemental screen in the off year (essentially we are screened every year now because of mandates to USOC by Congress).
- ii. **Education Committee** – Education model rework was not done in time for our current season – will look to release for the next season – Matt Podschweit is our new Instructional Systems Designer – he will monitor daily throughout the holiday season for issues – new materials for officiating will have some additional interaction with quizzes having the additional requirement of looking something up in the rulebook.

f. RVAA Motions of Note

- i. A motion was made to recommend to the USA Volleyball Board of Directors that SCVA be moved to the Pacific Zone from the Border Zone. It was discussed whether to put this motion on hold and change it a bit. The motion was then changed to state that the Stakeholders Committee would begin to research how the Zones should be divided and bring their findings to the May 2020 RVAA General Assembly to then make a motion

that the new Zones be presented to the USA Volleyball Board of Directors for consideration. Donna Donaghy 1st Sandy Abbinanti 2nd the motion – Motion was approved. SoCal did join the Pacific Zonal Meeting even though the motion asks Stakeholders to research the zonal divisions.

- ii. **Competition Committee Motion** - (Indoor) To discontinue switching sides in the middle of sets. Rationale: Eliminates mid-set parent seat switching and scoring issues with the elimination of the 3rd set scoring sheet. MOTION failed 14-19.
 - iii. **Structure and Function Motion:** Modify Article III.7.b to read: The RVA Assembly shall be comprised of one principal representative from each Regional Volleyball Association (hereinafter referred to as RVA) that has official membership within USA Volleyball, who shall serve as the voting members of the RVA Assembly. Each RVA shall have a **principal representative who is recognized** by the RVA Corporation, and the Regional Commissioner. **This representative may be elected or appointed in accordance with the operating code of each RVA.** MOTION Passed
 - iv. **Beach Committee:** The following RVAA representatives to the Beach Assembly were elected by the RVAA Zones: Lisa DiGiacinto [Atlantic Zone], Eric Lazowski [Central Zone], Andy Reitingner [Border Zone], and Glenn Sapp [Pacific Zone].
 - v. **RVAA Motion # 18:** NCVA made a motion to withdraw their region's funds from the Region Insurance Fund, and requests that the money be returned to the NCVA. Andy seconded the motion. After much discussion and several motions to extend discussion, the MOTION failed.
 - vi. **RVAA Motion # 19:** RVAA directs the RVAA insurance committee to investigate annually the adequate amount needed to sustain the RVAA insurance fund and disburse any funds above the established amount to the Regions in a pro-rated way not to exceed 25% of the total amount of the fund. – MOTION failed.
 - vii. **RVAA Motion # 23** Joe Williams/Cranswick 2nd – Recommendation to the Rules commission – RVAA recommends to the Rules Commission that the current practice of having teammates rotate counter-clockwise around the net standards between sets be discontinued. Teams would be released directly to their benches at the end of the set. – Motion passed
2. **Exec Board Work Session** – Exec Board met at K Twohig home and we went over:
- a. Conflict of Interest Reminders and Signed Form
 - b. ERVA Handbook Edits in the coming season to prepare for Summer Tryout Option (try to give more clarity to dual member rule, club activation for Aug. tryout, HS dead period after tryout, should we have a No Practice/Open Gym rule for U15-18 once early tryout occurs, change Sanctions/Appeals section to reflect new policy and infractions, change any language about BGS and it's fee (since fee increases to \$30 on Jan 1, 2020), add info about MAAPP/Safesport

- c. New MMS Update – on hold until next season by USAV
 - d. Maternity Leave for A Clow
 - e. Call for Budget Items – Region High Performance, Office move, Other?
 - f. Discussion about region restructure to change the current (but evolving) work practice to more of a staff driven vs board driven model. Currently have moved verification of Officials requirements to Region Office, entering of eligible Officials into Arbiter, and running of Adult Winter Sizzler to a Region Event. Remaining items to continue to discuss moving over to staff driven are tournament scheduling and ref/score scheduling. One item to remain with a division currently is assigning of Day Officials, and ERVA Girls Regional Championships assigning of officials. Something else to add is a removing Age Waiver process from board vote, discuss an Officials evaluation/ranking system, reevaluate the Ref/Score assigning process.
- 3. ERVA Membership Numbers** – 2018/19 Season: 5121 Final FULL members (increase 7.2% - junior girls, boys & adult females ↑) and ALL members increased by approx. 1.2% to 8122 for ALL members. As of **Nov 30, 2019** and the new 2019/20 Season that began Nov 1: 3329 Full Memberships and 4,128 All Memberships.
- 4. Employee/Commish/Treasurer Meetings**
- a. Worked with M Ray, Treasurer to review time available for maternity leave for employee A Clow. She will apply for the WA State PFMLA program that becomes available for employee use on Jan 1. She was required to give a notice to her employer 30 days in advance of her using the leave. She did so on Dec 4. With her current time available for sick and vacation, as well as her WA State PFMLA time she will be returning to the ERVA Office in mid-March.
 - b. Still working with M Ray, our accountant, and our operations manager at cleaning up our employee contracts and language for paid time off and any other outdated policies. Needing to update our current policy to include the changes in WA State for sick leave. Also working with L Callaghan to track hours worked at events so that we can make sure the accrual rate for sick hours are correct.
 - c. Evaluated employee health insurance options that were available at renewal.
 - d. By year end/early New Year perform employee reviews
- 5. CATS vs ERVA Update** – Judge ruled that the matter was not judicially cognizable and warranted dismissal on October 17, 2019.
- 6. SafeSport Update** – report of an international coach, coaching in ERVA, of possible incidents that occurred outside of US. This was reported while we were at the SS training in Oct and we were advised by USAV and the reps from The Center that we should file a report of what ERVA was told. The Center assumed jurisdiction within the hour of it being reported. ERVA could not change the level of participation of the individual because of how it could interrupt the ongoing investigation, but we were allowed to demand that the club (where the individual is coaching) create a Temporary Safety Plan until further determination was received from The Center. L

Callaghan worked with the club director to help them determine their best plan and since that time The Center has completed its' investigation and sent us a Notice of Administrative Closure and that the Temporary Safety Plan can be removed from the member.

Operations Report
EVERGREEN REGION BOARD MEETING

December 16, 2019

SAFESPORT

1. The new MAAP Policies have been discussed with the Club Director's and reminders emailed out regarding the addition of the junior players turning 18 years old required to take SafeSport. Parental Consent is required if they are still 17 and take the training. Instructions and links for SafeSport registration & Parent Consent for adult and junior members has been included on the ERVA website.
 - a. The clubs need to ensure the policies are followed and if players do not meet the SafeSport requirement may be restricted from participating at an event.
2. ERVA received information of a potential SafeSport concern so a report was submitted to the Center who assumed jurisdiction. Notifications were sent to the member and the club who was the member's current employer of the report submitted and advised to implement temporary measures until the results of the report was received from the Center.
 - a. On December 5th we received notice that the Center closed the matter with no findings from the report and no additional restrictions were required.

ADULT DIVISION

1. Sizzler 2019
 - a. Currently, Sizzler has 96 teams, 20 in Open, 52 in Competitive & 24 in Recreation for another record year adding 8 additional teams, last year there were 88 teams. AES will be used for formatting and entering scores this season to allow for quicker updates to bracket & work schedules for teams & tournament staff. Kyle will still be the MC at the event with Lindsay operating as the tournament director. Additional helpers will be at the event to fill in for Amanda being out on maternity leave.

JUNIOR DIVISION

2. Event Update
 - a. Club Director's Meeting
 - i. ERVA Staff & Junior Program Director hosted the Annual Club Director's meeting on September 29th at the Mirabeau Park Hotel. Between 70-80 club representatives attended the meeting.

1. ERVA Sponsors, Baden & Gear Up Sports were present to offer the ERVA clubs specials with their organizations for the upcoming club season for volleyballs & uniforms.
- b. Open House & Boys Clinic
- i. ERVA hosted a two session Boy's clinic on October 12 & 13th at the HUB Sports Center. Collin Cohen from EWU & Drew Pascua from Gonzaga ran the clinics. 27 boys participated in the two-session clinic. The 13th session ended as the Open House & Men's Exhibition matches began.
 - ii. ERVA hosted the Junior Open House along with a Men's Exhibition Scrimmage at the HUB Sports Center.

The Junior clubs were located on the upper level of the HUB with 6 Men's teams playing a Round Robin schedule on 3 courts for spectators to watch for free. R1's for the matches were staff by SAVRA officials and paid for by the teams.

The Open House attendance numbers were low, and the clubs agreed it wasn't as well attended as in year's past. The Men's matches were well received by the Open House attendees & boys clinic participants.

1. The Men's teams who participated were University club teams: Gonzaga, Washington State, Eastern Eagles, ERVA men's teams: Spokane Slugs, Spokane Sparrows, Kosty's Krew

- c. Tryouts
- i. Junior Tryouts were held by the majority of ERVA clubs in November. The U12-14 tryouts began on November 2nd & the U16-U18 tryouts began on November 10th.
- d. College Showcase
- i. Junior girls' clubs CPA & T3 hosted a College Showcase event for ERVA U15-U18 players. Various colleges attended the event to evaluate potential recruits at the event. Parents were also offered a session to learn about college recruiting from the college coaches themselves along with a Q & A.
 - ii. The event had 77 attendees & the clubs are looking for it to be an annual event during the month of November to help athletes showcase their skills in front of various college coaches.
- e. Power League
- i. ERV's Power League Qualifier will be held on 1/12/2020 and currently has 26 teams in each division, U14 & U16. The top 16 teams in each division will qualify for the Power League with the other 10 teams in each age group being placed into the Power League Alternate tournaments.

- ii. Each of the Power League events will be held at the HUB this season with additional schools being used on the Qualifier date to accommodate the additional teams.

f. Added Events

- i. ERVA is hosting Power League Alternate along with additional Junior tournaments to help fill the tournament calendar. This additional source of revenue will help offset added costs for the AOC coaching membership, increase in Cyber Liability insurance etc.

g. Tournament Sign Up

- i. Tournament sign up did not go as smoothly as in years past. AES did crash and teams were not able to register through the online system without major delays and error messages. Region staff emailed the emergency action plan to the clubs during the U12 sign up period to email the tournaments directly to sign up for the events. The tournament directors were to go by the email time stamp to accept teams into their events along with continuing to monitor AES for people who were able to register online.
- ii. Anthony Knutson with AES was reached, and Lindsay had communication with his throughout the issues to identify and solve the delays. It took until well into the U16 registration process to determine the additional servers did eventually respond to the increase in traffic however, the original server did not off load the sessions throughout the additional servers and were “stuck” on the original server. Once they identified this, they moved the stuck sessions throughout the additional servers and the system worked fine. Anthony recommended ERVA contacting them prior to next year’s sign up day so he can alert his staff to monitor the system and the issue we had this year, so it doesn’t occur again.
- iii. Additional communication was sent out to the clubs from Lindsay after the sign-up periods and is assisting any teams needing events to fill their schedule.

3. Education

a. Beach Nation Clinic

- i. Spoke with Patty Dodd on December 5th to confirm the plans for the ERVA Coaching & Player clinics with Beach Nation. The original dates had to be moved to the following weekend so the clinics will be June 20-23 and will include an 1 Day Adult Player clinic, 3 day coach & player clinic along with a college showcase on the last day for the players.
- ii. They will develop a Save the Date & Clinic Registration Open marketing flyers for ERVA to distribute to the members.
- iii. Beach clubs. KBeach, ZZU Beach, & Sandstorm will help direct market the clinics to their members in conjunction with ERVA.

b. AOC Membership

- i. ERVA offered for the 1st time FREE Art of Coaching memberships to the first 100 coaches with a current Coaching ERVA membership. All 100 FREE memberships have been claimed and ERVA coaches are now being offered a discounted \$75 membership to the AOC. This is \$25 lower than any other price offered to non-ERVA members.

Received a lot of inquiries and interest in the FREE memberships. This incentive was added to offer ERVA coaches continuous coaching education tools and enhancing the value of an ERVA membership. Future plans would be to increase the number of FREE memberships ERVA pays for, so a larger number have access to the AOC materials.

- c. AOC Clinic

- i. ERVA is still working with AOC to finalize dates for a summer 2021 AOC Coaching Clinic.

- 4. Boys & Border Smackdown

- a. AVCA Convention Trip for Roland

- i. Roland requested to attend the AVCA Convention using marketing funds from the Border Smackdown to attend boys' meetings & events along with market the event to coaches at the Convention.
- ii. The airfare & hotel was within the Border Smackdown budget & Meredith transferred her complimentary AVCA Convention registration to Roland so there was no cost for the Convention registration.

- b. Boys Teams in 2020

- i. Various clubs hosted tryouts or open sign ups for teams this season. The following clubs will have boys' teams this season.
 1. Apex | 2- U16 teams
 2. Sideout | 1-U14 team, 1-U17 team
 3. Kahiau | 1-U16 team
 4. Nuke Town |1- U12, 1-U18
- ii. NCWVBC is taking 1 year off but has a designated boy's coach for next season and they are working on clinics and recruiting boys this season for next year's team.

- c. Border Smackdown

- i. May 15-17, 2020 are the dates for Border Smackdown. ERVA will handle registration and payments again this season.

- 5. High Performance

- a. Katie Hinrichs who coached our Youth team last year and now with Gonzaga as an assistant coach is assisting ERVA Staff with multiple aspects of the High Performance program including developing a coaches manual, players manual, budgeting (reducing costs, adding camps to help raise additional funds to offset costs, coaches stipends etc.)

staffing, scheduling of tryouts, camp, trainings/practices etc. She has been a great asset when growing the coaching staff by including additional college coaches and broadening our reach to Montana & Yakima.

- b. Teams planned for 2020
 - i. Select | U13/U14
 - ii. Youth | U15/U16
 - iii. Junior | U17/U18
 - c. Coaching Staff
 - i. Not set in stone yet but tentatively
 - 1. Select | WSU/Whitman College
 - 2. Youth | EWU/SFCC
 - 3. Junior | Montana State
 - ii. Additional Staff
 - 1. Katie Hinrichs, Terry Veile, Jen Greeny, GU Staff,
 - d. Tryouts planned
 - i. March 13th | Yakima Tryout (PM) | NW Jamboree Weekend
 - ii. March 7th | Spokane Tryout
 - iii. April 17th | Makeup Spokane Tryout | Regionals Weekend
 - iv. April 24th Select & Youth /Junior April 25th | Bozeman Tryout | Big Thaw AAU weekend
 - e. HP Camps
 - i. Select
 - 1. May 16 10am-12:30pm, 2:30pm-5pm
 - 2. May 17 10am-12:30pm
 - ii. Youth
 - 1. May 16 10am-12:30pm, 2:30pm-5pm
 - 2. May 17 10am-12:30p
 - iii. Juniors
 - 1. May 29 10am-12:30pm, 2:30pm-5pm
 - 2. May 30 10am-12:30pm
 - iv. All Ages Montana Camp & Kids Camp-Tentative
 - 1. May 23
 - f. Championships in Pittsburgh | July 22-26, 20200
6. Marketing
- a. Amanda has developed posters junior tournaments and will send to junior tournaments to display at their events to help promote the junior official's program, Class Act and for Officials.

- b. Summer Tryouts | Marketing material will be developed to introduce the summer tryouts to the U15-U18 families prior to next season so planning can occur prior to clubs offering summer tryouts.

OFFICIALS DIVISION

1. Officials Meeting are being held December 14th in Spokane, WA & December 15th in Yakima, WA. Officials are being offered an ERVA Officials Nike shirt paid for by the Region using a combination of officials, power league & regionals budget to cover the cost. This is replacing the smaller gifts we would purchase to allow for the officials to wear an ERVA shirt at events from year to year. Officials **MUST** have their USAV requirements completed by Jan. 10th for ERVA to order a shirt for them.
 - a. Gear Up has also added additional items on an official only website to be purchased separately if they would like.

2. Officials Eligibility

ERVA staff will be monitoring official's eligibility this season. Officials have been moved to inactive in Arbiter and will only be moved to active once their membership is current, background screen has cleared, and their SafeSport is current. Only then are they eligible to be assigned to events